United Nations A/70/800

General Assembly

Distr.: General
24 March 2016

Original: English

Seventieth session
Agenda item 139

Human resources management

Report of the Fifth Committee

Rapporteur: Mr. Gert **Auväärt** (Estonia)

I. Introduction

1. At its 2nd plenary meeting, on 18 September 2015, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventieth session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 25th, 31st and 32nd meetings, on 4, 21 and 24 March 2016. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records.[1]

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on amendments to the Staff Rules (A/69/117);

(b) Report of the Secretary-General entitled "Overview of human resources management reform: towards a global, dynamic and adaptable workforce for the United Nations" (A/69/190);

(c) Report of the Secretary-General entitled "Overview of human resources management reform: mobility" (A/69/190/Add.1);

(d) Report of the Secretary-General entitled "Overview of human resources management reform: performance management" (A/69/190/Add.2 and Corr.1);

[1] A/C.5/70/SR.25, A/C.5/70/SR.31 and A/C.5/70/SR.32.

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(e) Report of the Secretary-General entitled "Overview of human resources management reform: the young professionals programme" (A/69/190/Add.3);

(f) Report of the Secretary-General entitled "Overview of human resources management reform: assessment of the system of desirable ranges" (A/69/190/Add.4);

(g) Report of the Secretary-General on the practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, 1 July 2013 to 30 June 2014 (A/69/283);

(h) Report of the Secretary-General on the composition of the Secretariat: staff demographics (A/69/292);

(i) Report of the Secretary-General on the composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors (A/69/292/Add.1);

(j) Report of the Secretary-General on the activities of the Ethics Office (A/69/332);

(k) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/69/572);

(l) Report of the Secretary-General on amendments to the Staff Regulations and Rules (A/70/135);

(m) Report of the Secretary-General on the practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, 1 July 2014 to 30 June 2015 (A/70/253);

(n) Report of the Secretary-General on the activities of the Ethics Office (A/70/307);

(o) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/70/718);

(p) Report of the Secretary-General on seconded active-duty military and police personnel (A/70/229);

(q) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/70/728);

(r) Report of the Secretary-General on mobility (A/70/254);

(s) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/70/765);

(t) Report of the Secretary-General on the composition of the Secretariat: staff demographics (A/70/605);

(u) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/70/764);

(v) Report of the Secretary-General on amendments to the Staff Regulations and Rules (A/70/746);

(w) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/70/789).

II. Consideration of draft resolution A/C.5/70/L.28

4. At its 32nd meeting, on 24 March, the Committee had before it a draft resolution entitled "Amendments to the Staff Regulations and Rules" (A/C.5/70/L.28), submitted by the Chair of the Committee on the basis of informal consultations coordinated by the representative of Sweden.

5. At the same meeting, the Committee adopted draft resolution A/C.5/70/L.28 without a vote (see para. 6).

III. Recommendation of the Fifth Committee

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Amendments to the Staff Regulations and Rules

The General Assembly,

Having considered the report of the Secretary-General on amendments to the Staff Regulations and Rules[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

1. *Takes note* of the report of the Secretary-General;[1]

2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee;[2]

3. *Decides* that staff regulation 5.3 shall be amended to read:

Regulation 5.3

Eligible staff members shall be granted home leave once in every twenty-four months. However, the Secretary-General may grant home leave once in every twelve months to eligible staff members in duty stations having the most difficult conditions of life and work under specific conditions, as approved by the General Assembly. A staff member whose home country is either the country of his or her official duty station or the country of his or her normal residence while in United Nations service shall not be eligible for home leave.

4. *Decides* that annex IV to the Staff Regulations shall be amended to read:

Repatriation grant

In principle, the repatriation grant shall be payable to staff members who have completed at least five years of qualifying service, whom the Organization is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the United Nations, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is dismissed. Eligible staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General.

[1] A/70/746.
[2] A/70/789.

Years of qualifying service	*Staff member with a spouse or dependent child at time of separation*	*Staff member with neither a spouse nor dependent child at time of separation*	
		Professional and higher categories	*General Service category*
	Weeks of gross salary, less staff assessment, where applicable		
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more	28	16	14